Calling In Our South Asian People:

In Solidarity with The Movement for Black Lives

Starting "Difficult" Conversations in Our Communities

Begin by Listening

Extending grace and entering the conversation from a place of curiosity, allows connections to form with your family and/or community member. Calling people into relationship creates space for conversations to go deep.

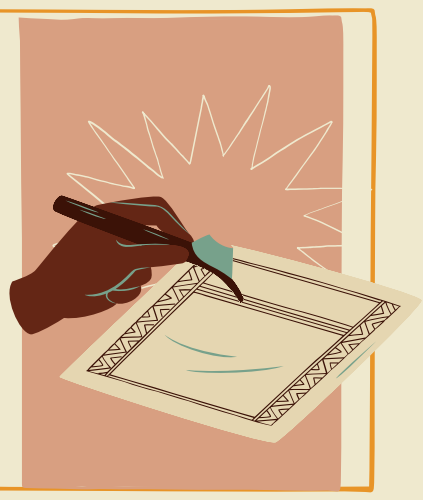
Ask them when they first noticed Black and dark skinned people were treated differently. Inquire about their experiences with oppression, particularly questions around caste, class and gender.

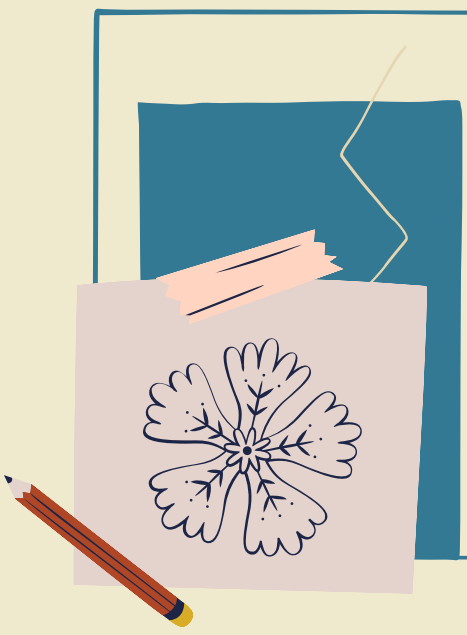
Have compassion for their lack of knowing, if they are genuinely willing to engage. If you feel they are harboring extremely problematic and harmful beliefs, de-escalate and point them towards resources.

Start the Work

Read these Letters for Black Lives out loud together. It has been translated to dozens of languages, including Hindi, Bangla, Urdu and Punjabi.

Find additional culturally-aware resources aimed at creating a space for open and honest conversations about racial justice, police violence, and anti-Blackness in our families and neighborhoods. They can be movies, books, podcasts or TV shows.





Find Moments of Learning Together

Get some snacks and watch a film to unpack the legacies of anti-Black racism together. Recommendations: 13th, Whose Streets?, or Mississippi Masala.

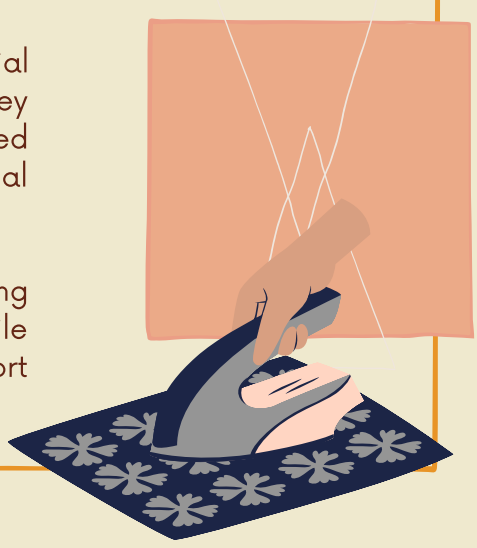
Read and share The Secret History of South Asian and African American Solidarity for historical examples of cross-racial solidarity.

Explore the personal narratives of family and community members through storytelling, to be able to compare and contrast experiences, and build an empathetic container to unlearning anti-Black racism.

Shift the Culture

Bring new rituals to the holiday season, dinners and social gatherings. On Diwali, Eid or Christmas, commit to raising money for Black organizations and buying gifts from Black owned businesses. Deliver food to community fridges or donate to mutual aid funds.

Attend a protest together, involve family members in creating protest art or baking goods for a mutual aid fundraiser while discussing the importance of showing up consistently to support Black liberation, and the many ways to do so.



Create New Ways of Being

Continue facilitating spaces for ongoing conversations.

Acknowledge all connected emotions are valid. Explore ways to move through them.

Bring joy to the process - as our liberation is all tied, so when Black people are fully free, so will we be!

co-created by:
kaajal shah & sharmin hossain

saalt south asian americans leading together

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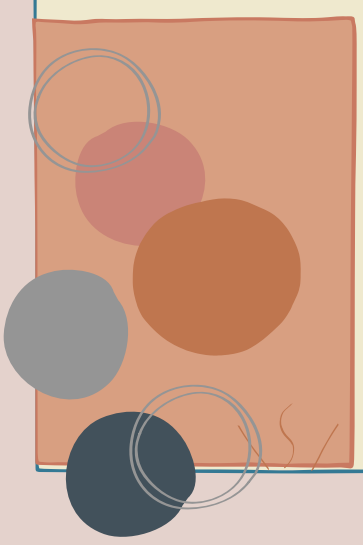
Facilitating "Difficult" Conversations in Our Communities

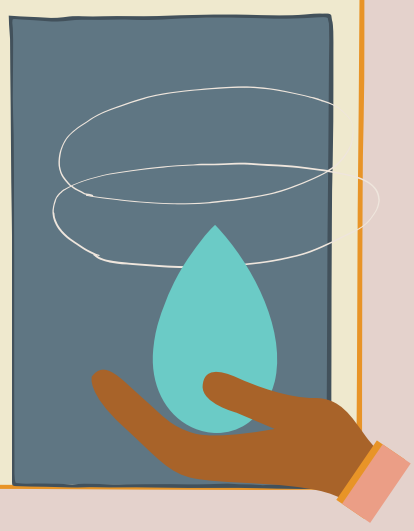


Create the Container

- Ensure space is as accessible as possible - location/online portals, design of space, tools/instructions provided.
- Find out what you can about who will be in the room to tailor the workshop accordingly.
- Co-create community agreements that align values in the shared space.
- Provide snacks & beverages based on budget.
- Let people know what they can expect - time, in space, while together.

Ground Like Earth, Flow Like Water

- Get clear on intention and desired outcomes for time together.
- Create an agenda that allows focus and adaptability.
- Integrate plenty of time for breaks and small group activities.
- Document important ideas, resources and tools mentioned on chart paper or in virtual space.
- Make time for people to brain dump/share.
- Ask for feedback regularly.
- Connect with others to ensure a team is present to hold and support whatever comes up.

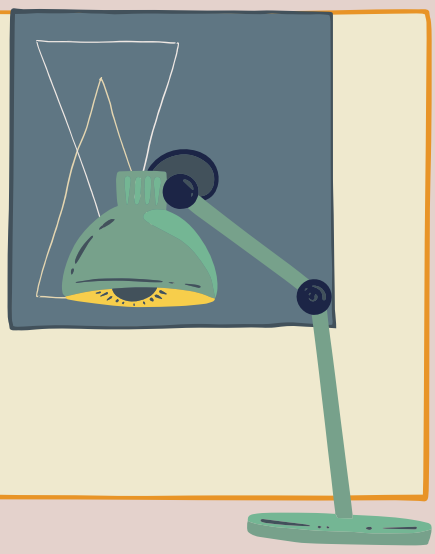


Gather Tools to Hold Space

- Identify your facilitation and conversations styles and maximize learning from others.
- Prepare interactive tools: videos, readings, storytelling time, immersive exercises that involve movement and collaboration.
- Read Holding Change: The Way of Emergent Strategy Facilitation & Mediation by adrienne maree brown to gain valuable perspective and lessons rooted in Black Feminist Wisdom.
- Think through your capacity for de-escalation if tense moments arise, and what support you will need if conflict occurs.
- Have a minimum of one person present who can fill in and support.

Continue the Practice

- Shift in thinking/action can take time and unlearning deeply embedded practices and culture needs to be an ongoing process of inquiry and practice.
- Create time to facilitate and have these conversations with friends and comrades you trust to become further confident in your communication, analysis and information to share.
- Gain practical facilitation skills by attending trainings and workshops held by folks like Training for Change, School of Unity & Liberation and/or PeoplesHub.



Pass Along the Skills

- Seek out and identify those looking to also hold space/facilitate conversations.
- Share tools and resources while defining and building community together.
- Explore successes and areas of opportunity with others as they begin to create their own spaces.
- Document and share learnings and outcomes of your efforts
- Keep learning and sharing as the world keeps changing!

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